

## HMLA-167 COMMANDER'S POLICY STATEMENTS



It is every Warriors' responsibility to ensure we are setting the conditions for success. Our culture is one of esprit de corps and professional excellence. We are the stewards of our institution and responsible to maintain our enduring principles as Marines. When we do this, trust, mutual respect, communication, combat readiness and effectiveness all come naturally. It is every Warriors' responsibility to have the courage to do what is right when facing a difficult decision.

**Statement on Sexual Assault:** Sexual assault crimes directly conflict with our corps values of Honor, Courage and Commitment. Sexual Assault is intentional sexual contact characterized by the use of force, physical threat, and abuse of authority or when the victim does not or cannot consent (MCO 1752.5). It is our responsibility to take care of one another and avoid high-risk situations. Alcohol has a high probability as a causal factor in sexual assault incidents. No tolerance exists in the Warrior's culture for these despicable acts. Victims will have full access to counseling and medical services and can expect treatment with dignity and respect.

**Statement on Suicide Prevention:** Suicide prevention begins with leadership. If you or someone you know is behaving in a manner that suggests suicidal thoughts, seek help! Know your Marines and let them know you. Suicidal behaviors may include a decrease in job performance, drugs or alcohol abuse and depression or withdrawal. Awareness and prevention are every Warriors responsibility. There are many resources available to address personal battles; consider your chain of command, Chaplains, mentors and peers who are available 24 hours a day, 7 days a week.

**Statement on Hazing:** Hazing is any action that exposes any individual to cruel, abusive, humiliating, or oppressive, demeaning or harmful behavior such as pressured or forced head shaving (with the exception of recruit and officer training), "pinning on" or "blood wing(ing)", and pressuring or encouraging consumption of excessive amounts of alcohol. (MCO1700.28) Hazing is prohibited and has no place in the Warrior's culture. This type of behavior opposes the good order and discipline that is required in a combat ready unit. All allegations shall be reported through your chain of command or Equal Opportunity Representative and will be carefully investigated with appropriate action being taken against any substantiated allegations. Warriors treat all Marines, regardless of rank or position, with dignity and respect.

**Statement on Violence Prevention:** The physical, verbal or emotional abuse of any member of the Warrior team is detrimental to readiness and mission accomplishment. We will not allow workplace violence to affect our ability to train and conduct our mission. Know the Marines around you. Know the signs of imminent violence. Be cognizant of outsiders in and around our workspaces. No tolerance exists in the Warriors for any threats or acts of harassment, intimidation or violence. Expect swift dealings with such acts. Leaders who receive any such reports shall seek counsel from the Violence Prevention Officer (VPO).

**Statement on Equal Opportunity/Sexual Harassment:** We are all Warriors. We fight side-by-side without regard to race, gender, religion, ethnic background, sexual orientation or social upbringing. The Marine Corps is a results based organization. We all chose this profession of arms, to defend the values that our country holds most sacred. Discrimination of any kind opposes this most fundamental mission (MCO P5354.1). Warriors treat everyone with fairness and respect. No tolerance exists in the Warriors culture for violations of this policy.

**Statement on Substance Abuse:** There is zero tolerance for the use, possession, trafficking, or distribution of illegal or banned substances and for abuse or misuse of prescription medications. (MCO 1700.24B) All Marines who test positive for the use of a controlled substance will be processed for administrative separation. Processing does not automatically mean separation – it is dependent on the outcome of a separations board. The board will give serious consideration to whether the Marine self-referred to the SACO for treatment, or whether they were discovered through urinalysis or other inspection process. Substance abuse erodes unit capability and readiness. If you drink alcohol, do so responsibly and never drink and drive. Getting behind the wheel after drinking is selfish and reckless. Take care of one another. Warriors identify and resolve risky behaviors and ensure that our Marines receive care and support when they stumble.

It is my honor to serve as your Commanding Officer. I challenge every Warrior to maintain our enduring standards and continue the Warrior legacy of professional excellence.

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COMMANDING OFFICER, MARINE LIGHT ATTACK HELICOPTER SQUADRON 167